The Cardinal Project Newsletter
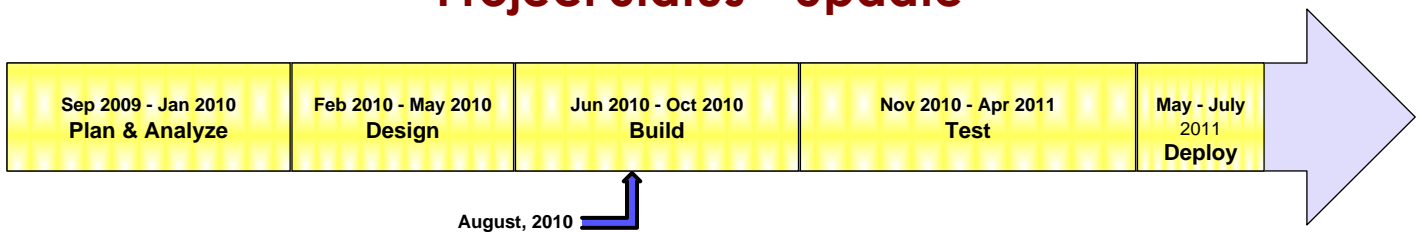## Part 1 - VDOT

Project Status - Update

Sep 2009 - Jan 2010 **Plan & Analyze**	Feb 2010 - May 2010 **Design**	Jun 2010 - Oct 2010 **Build**	Nov 2010 - Apr 2011 **Test**	May - July 2011 **Deploy**

August, 2010

The Design phase for Part 1 (VDOT) has been completed. This means that essentially all of the requirements for Cardinal have been captured, and the system will be configured to comply with them.

Cardinal is now in the Build phase. During the Build phase, PeopleSoft 9.1 Financials and select HCM (Human Capital Management) modules will be configured to best meet the business needs of the Commonwealth of Virginia. Software extensions (enhancements) and interfaces to other systems will be completed. The Build phase concludes by November 2010, when initial systems testing will begin.

C O R N E R

A   **Have you heard about the Cardinal Tweets?**

R   Cardinal Tweets are small packages that hold a lot of information. The name is derived from

D   1. Cardinal – state bird, or 'of prime importance'.

        2. Tweets – bird songs or short informative notes.

I

N   Our Tweets are succinct, one page informational sheets; each one about a specific aspect of the Cardinal system.
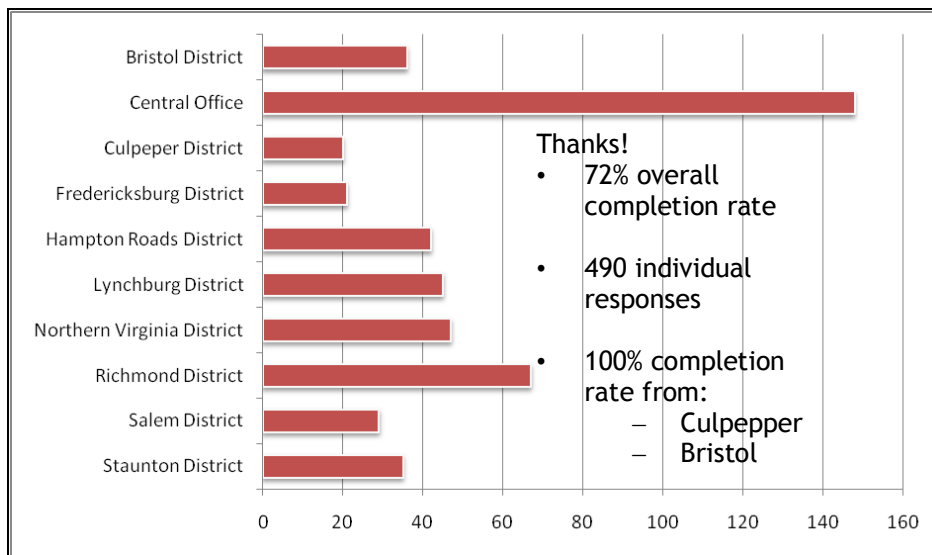
A   Cardinal Tweets are created by the Cardinal Team, and reviewed by the Change Agents – who then distribute them.

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Skills Assessment Survey – Preliminary Results

Approximately 675 VDOT employees, identified as frequent users of FMS II, were recently asked to complete a Skills Assessment Survey. The survey asked questions about their current use of FMS II, their training preferences, their location, etc. The results will be used in designing the training delivery, course structure, and location for the future Cardinal users.

Number of Respondents to the Skills Assessment Survey

Thanks!
- 72% overall completion rate
- 490 individual responses
- 100% completion rate from:
  - Culpepper
  - Bristol

User responses in the various District / Central Office locations will influence the focus, methodology and delivery of training.

Some Survey Results

Skills

Trends:
- Over 60% of respondents see themselves as Advanced to Expert users of FMS II.
- Most users rate themselves as at least Intermediate at functional tasks.

Preliminary Observations:
- FMS II user base is experienced.
- Training needs are more targeted than comprehensive, given the high levels of users' skills and knowledge.

Training

Trends:
- Step by Step Help Procedures and Job Aids are the most preferred training methods.
- 85% of respondents rated all training methods as at least Neutral.

Preliminary Observations:
- End users want easily accessible and to the point training resources.
- Users are open to learning via different training methods.

Communication

Trends:
- E-mail Messages, Face-to-Face Meetings and Newsletters are strongly preferred over social media, videoconferencing and teleconferencing.

Preliminary Observations:
- Direct interaction and communications that cause the least disruption to work are preferred.